

The CSWA Survey on Workplace Climate

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Preferred Pronouns: they, them, theirs

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Clancy, K. B. H., K. M. N. Lee, E. M. Rodgers, and C. Richey (2017), Double jeopardy in astronomy and planetary science: Women of color face greater risks of gendered and racial harassment, *JGR Planets*, 122, 1610–1623, doi:10.1002/2017JE005256, <http://onlinelibrary.wiley.com/doi/10.1002/2017JE005256/epdf>.



Richey, C.R., K.M.N. Lee, E.M. Rodgers, and K.B.H. Clancy (2019), Gender and sexual minorities in astronomy and planetary science face increased risks of harassment and assault, *BAAS*, <https://baas.aas.org/pub/2019i0206>

Richey, C.R., K.M.N. Lee, E.M. Rodgers, and K.B.H. Clancy (2020), Recommendations from the CSWA Survey on Workplace Climate, White Paper Submitted to Planetary 2023, https://docs.google.com/document/d/1fLSZKOi0y75oWboPp9GOOLTgpId0fjmXT2X6YN_aJCo/edit?usp=sharing





“Let’s Talk IDEA in
Science” talk QR Code:



New to IDEA/DEIA/EDI discussions?

Perhaps you’re new to hearing about Workplace Climate
Survey Research?

Want to just know more on the topic?

See a copy of my “Let’s Talk IDEA in Science” talk:

Definitions, demographic information, links to additional
surveys and national reports:

https://docs.google.com/presentation/d/1dZ68cqQZBIRCYixrzcblsUaNNKHxKvSrEpBC5PyG_vs/edit?usp=sharing

Collecting proper data from workplace climate surveys and using that data to analyze your workplace environment is one way to understand issues with **INCLUSION, ACCESSIBILITY, and EQUITY.**

The CSWA Survey on Workplace Climate

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Richey, C.R., K.M.N. Lee, E.M. Rodgers, and K.B.H. Clancy (2019), Gender and sexual minorities in astronomy and planetary science face increased risks of harassment and assault, *Bulletin of the American Astronomical Society*
<https://baas.aas.org/pub/2019i0206>



With Gracious Support from the American Astronomical Society!

Survey Construction and Recruitment



lgbt+physicists

Adapted survey
questions regarding
workplace climate

39 questions
Administered via
Survey Monkey
website
January – March
2015

Recruitment

Women in Astronomy Blog
Featured at 225th AAS Meeting
AAS Division of Planetary Sciences
The Planetary Exploration Newsletter
The AAS Women Newsletter
Multiple Facebook groups (in community)
Several academic departments

Over 400
astronomers
and
planetary
scientists
responded

Regarding current
position

Clancy, K. B. H., K. M. N. Lee, E. M. Rodgers, and C. Richey (2017), Double jeopardy in astronomy and planetary science: Women of color face greater risks of gendered and racial harassment, J. Geophys. Res. Planets , 122, 1610–1623, doi:10.1002/2017JE005256.

<http://onlinelibrary.wiley.com/doi/10.1002/2017JE005256/epdf>



Negative Language Heard

88% heard from peers
51.9% heard from supervisors
88% from others

Responses to Harassment

39% report verbal harassment
9% report physical harassment

Safety

27% have felt unsafe

11% have skipped at least one professional event because felt unsafe

Statistically
significant
associations

hearing negative comments
from peers and supervisors

experiencing verbal and
physical harassment

feeling
unsafe



Career Consequences to Climate

Women of Color face harassment in intersectional ways:

- 40% of women of color & 27% of white women in sample have felt unsafe due to gender.
- 28% of women of color have felt unsafe due to race



Loss of professional opportunities for women generally and men and women of color

- Negative climate keeps numbers low especially for women of color
 - increases the risk of stereotype threat [Steele, 1997; Steele and Aronson, 1998]
 - underestimation of performance [Keller and Dauenheimer, 2003; Nielsen, 2015; Shapiro and Williams, 2012]
 - lack of critical mass in job searches [Valian, 1998]

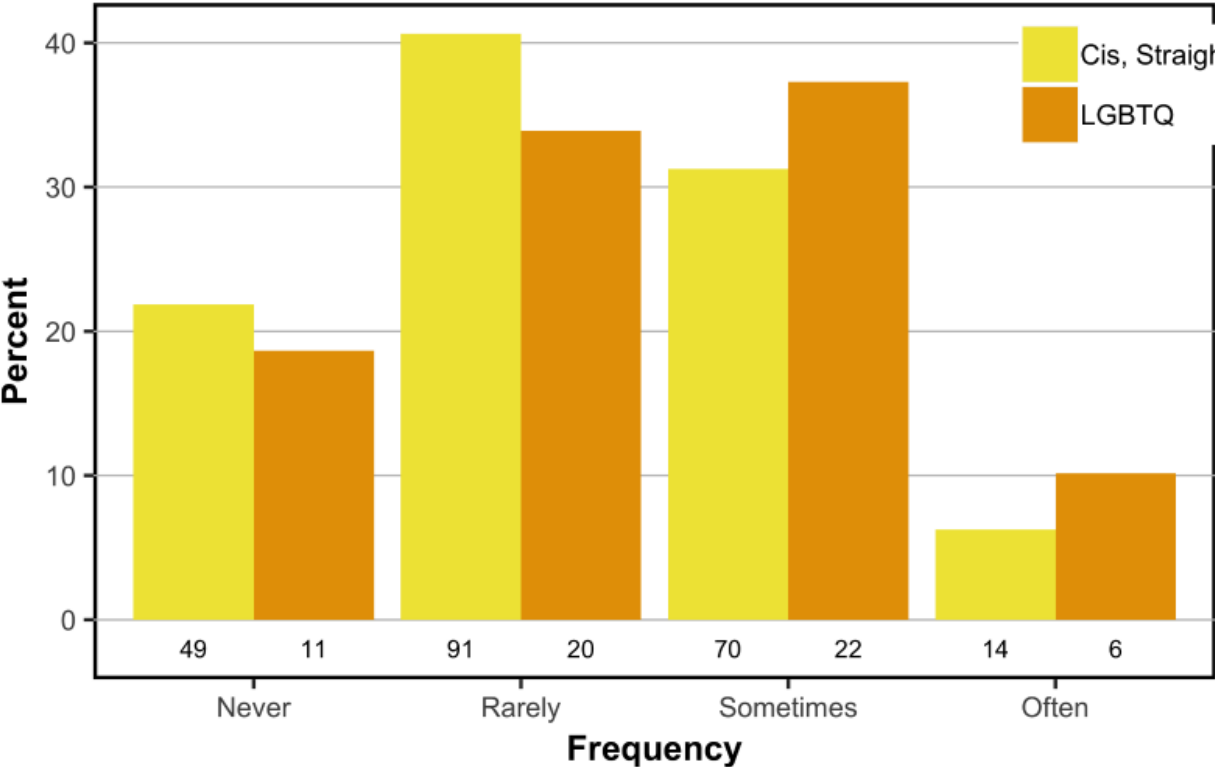


Figure 2: Frequency of hearing sexist remarks from peers

	Never	Ever
cis, straight	91% (201)	9% (20)
LGBTQ+	79% (45)	21% (12)

Frequency of LGBTQPAN women and gender minorities vs cis, straight women experiencing physical harassment due to sex at current workplace

Preventing

Sexual Harassment

in Academia

Together we can do better by creating a climate that discourages all forms of sexual harassment. Here is what we need to do:

1. Integrate values into the system.

Policies and procedures must embody the institutional values of diversity, inclusion, and respect.

2. Change the power dynamics.

Institutions need to diffuse advisor-trainee relationship dependencies by:

- ▶ encouraging advisor networks
- ▶ providing independent funding

3. Support targets of sexual harassment.

Institutions must do more by providing alternative ways to:

- access support services
- record information about an incident
- report an incident without fear of retaliation

4. Improve transparency & accountability.

Institutions need to make their communities aware of the consequences sexual harassers will face and demonstrate that the institution is investigating and holding people accountable.

Learn more about these recommendations and the evidence behind them.

#ScienceToo

www.nationalacademies.org/SexualHarassment

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NASEM Report on Sexual Harassment:

<http://sites.nationalacademies.org/shstudy/index.htm>



Recommendations:

- Leaders in academic institutions and research and training sites **must pay increased attention to and enact policies** that cover gender harassment as a means of addressing the most common form of sexual harassment and of preventing other types of sexually harassing behavior.
- **Move beyond legal compliance to address culture and climate.** Academic institutions, research and training sites, and federal agencies should move beyond interventions or policies that represent basic legal compliance and that rely solely on formal reports made by targets.
- Professional societies should accelerate their efforts to be viewed as organizations that are helping to create culture changes that reduce or prevent the occurrence of sexual harassment.

Recommendations for Institutions:

- Create diverse, inclusive, and respectful environments
- Diffuse the hierarchical and dependent relationship between trainees and faculty
- **Provide support for targets**
- **Improve transparency and accountability**
- Strive for strong and diverse leadership
- Make the entire academic community responsible for reducing and preventing sexual harassment

LGBT Climate in Physics

BUILDING AN INCLUSIVE COMMUNITY

APS Report LGBT Climate in Physics (2016):

<https://aps.org/programs/lgbt/upload/LGBTClimateinPhysicsReport.pdf>

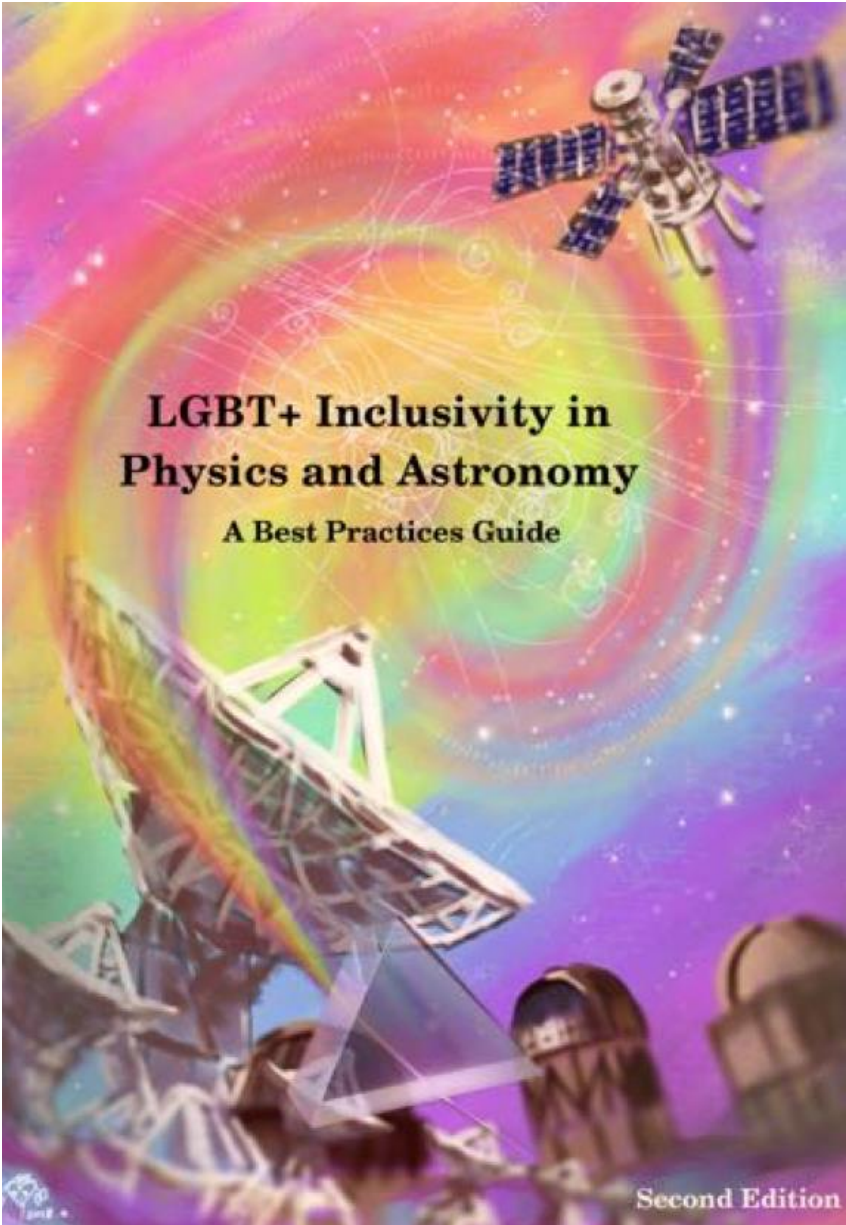


Recommendations:

- **Ensure a safe and welcoming environment** at meetings.
 - **Establish written best practices**
 - **Implement Code of Conduct**
- Address the need to systematically accommodate name changes in publication records.
- Develop advocacy efforts that support LGBT equity and inclusion
- Promote LGBT-inclusive practices in academia, national labs, and industry.
 - Disseminate Best Practice Guide developed by LGBT+ physicists
 - Develop training program on inclusive workplace and mentorship practices
 - Utilize Climate Site Visit Programs.
- Implement LGBT-inclusive mentoring programs.
 - Includes creating a professional network of LGBT mentors and mentees and hosting networking events.
- Support the establishment of a Forum on Diversity and Inclusion.

LGBT+ Inclusivity in Physics & Astronomy Best Practices Guide (2nd ed, 2018):

https://aas.org/sites/default/files/2019-09/LGBTInclusivityPhysicsAstronomy-BestPracticesGuide2ndEdn_small.pdf

The cover of the guide features a vibrant, abstract background with swirling colors of pink, orange, yellow, and green. In the upper right, there is an illustration of a satellite with solar panels. In the lower left, a large radio telescope dish is shown. The title and subtitle are centered in the middle, and the edition number is at the bottom right.

LGBT+ Inclusivity in Physics and Astronomy

A Best Practices Guide

Second Edition

Recommendations:

- **Assess and address:** participate in or conduct a climate survey, collecting demographic information, carrying out classroom climate assessments. Establish a departmental climate committee and/or liaison and explicit LGBT+ supportive policies.
- **Break the silence and invisibility:** Initiate department-wide discussions of LGBT+ concerns, highlight the scientific contributions of LGBT+ department members at all levels, join an “Out List” as an ally or LGBT+ scientist, identify LGBT+ supportive mentors, invite LGBT+ speakers to campus.
- **Educate and advocate:** Participate in LGBT+ friendly climate and anti-bias training, work for campus-wide LGBT+ supportive practices such as supportive first responders and gender-inclusive restrooms and accompanying signage.
- **Set the example and expectations:** include preferred pronouns in your email signature, invite students and/or meeting participants to share their preferred pronouns, articulate classroom environment expectations on the first day of class, speak up in response to discriminatory behavior and report where appropriate.
- **Support and include:** Plan gender-neutral and inclusive social events, create LGBT+ safe spaces in your department, provide equal restroom access, include LGBT+ faculty in positions of authority, provide support for participation in LGBT+ networking events, ensure LGBT+ needs are considered in dual-career hires, family-friendly policies, and benefits.

CSWA Survey on Workplace Climate: Recommendations (2017)

1. Education on appropriate workplace behavior required for all employees [Clancy et al., 2014; Cortina et al., 2013]
2. Diversity and cultural awareness training necessary to raise awareness and understanding of the problems faced by women of color and other underrepresented groups [Norman et al., 2013]
3. Leaders need to model inclusive behavior and define inclusive culture [Clancy et al., 2014; Cortina et al., 2013 Settles et al., 2006]
4. When abuses are reported, “instigators should be swiftly, justly, and consistently sanctioned” [Cortina et al., 2013, p. 1600]

Initiatives to increase numbers of women of color [Norman et al., 2013]

- Build cohorts of women of color to enable creation of peer networks
- Encourage fair hiring practices to minimize implicit bias
- Incentivize departments who support women of color



CSWA Survey on Workplace Climate: Recommendations (2019)

1. Leadership needs to prioritize the safety of their employees.
2. Institutions should conduct climate surveys & employ SMEs. These should swiftly resolve issues revealed by the surveys.
3. Institutions need to develop Codes of Conduct with clear language about what constitutes appropriate professional behavior.
4. Institutions should identify and support LGBTQPAN networking opportunities, allies, and initiate discussion of LGBTQPAN workplace concerns.
5. Institutions should ensure equal access to bathroom facilities for all genders.
6. Institutions should encourage the practice of sharing gender pronouns and using preferred pronouns.
7. Institutions should require all research partners to have inclusive LGBTQPAN policies. Conference organizers, field school directors, and observatory directors must consider travel considerations of LGBTQPAN individuals prior to selecting a site.



Questions?

“Let’s Talk IDEA in
Science” talk QR Code:



References:

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